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Albuquerque Iwama Aikido Non-Discrimination Policy

THE AIKIDO DOJO is a sacred space. Our goal is to create an atmosphere conducive to focused training and personal growth. This statement provides guidelines to preserve and promote a positive training environment for everyone, regardless of age, ability, gender, sex, ethnicity, and/or sexual orientation.

THE FOLLOWING ITEMS CONSTITUTE INAPPROPRIATE BEHAVIOR AND/OR SEXUAL HARASSMENT WITHIN THE DOJO:

- 1. Jokes and/or teasing related to age, ability, gender, sex, ethnicity, religion, and/or sexual orientation. This includes, but is not limited to, the use of historically and contemporary discriminatory language and concepts related to age, ability, gender, sex, ethnicity, religion, and/or sexual orientation.**
- 2. Text messages, written messages, or online posts/pictures, posters, and/or calendars of a racist, ableist, ableist, or sexual nature within the dojo.**
- 3. Leering, staring, inappropriate gestures, uninvited touching (ex.: kissing, hugging, brushing up against, pats, shoulder rubs, pinches, groping/grabbing) and/or requests for dates with romantic intent on dojo grounds.**
- 4. Lack of respect for *sempai* (senior students), *kohai* (junior students), and visitors based on age, ability, gender, sex, ethnicity, religion, and/or sexual orientation.**
- 5. Intentional misgendering of *sensei*, *sempai*, *kohai*, and visitors/degradation based on assumed gender identity.**
- 6. Continuing the above behaviors after the *first time* you are asked to stop.**

Aikido is intense, and individuals have varying levels of tolerance for intensity. Therefore, it is imperative that consent and communication exists for us to train in a safe and joyful manner. All teachers and students should be mindful of the difference between implied consent for physical contact while training and the explicit consent necessary for verbal and/or physical contact off the mat. Please keep in mind that what constitutes harassment is often subtle. An uninvited touch or hug can feel like an assault, and/or trigger traumatic memories for some people. When someone is harassed, she/he/they often remain silent and feel diminished and helpless. Ignorance is not an appropriate excuse for inappropriate behavior. Seek education. Ask respectful questions. Harassment should not stop a person from practicing aikido.

If practicing or interacting with a student or teacher bothers you in a way that adversely affects your practice, and you feel unable to resolve the situation alone, please speak with Paul Barrett, Paulina Przystupa, or Katie Brewer. You may request a private place to talk. You do not have to mention a particular person--the important thing is to communicate. Be as direct as you can, whether you are speaking, writing, or using Augmentative and Alternative Communication. If you are approached regarding your own behavior, treat the approach as a learning experience and be willing to change your behavior. Openness to other perspectives is a key aspect of our practice. Be aware of your reactions and feelings, as well as those of the people around you. It is crucial that the dojo remains a safe, joyful place for everyone.

Dojo Rules and Policies

1. Aikido requires body contact. Nevertheless, dojo members and guests have different comfort levels regarding body contact. **If you find a need to correct a person's stance or movement, ask if you have permission to touch them.** If they decline do not express frustration, rather help them adjust their position with verbal instructions.
2. If there are children in the dojo, **two adults must be always in the room.**
3. If children are changing, **only parents are allowed in the dressing rooms.**
4. Guests and members may use the dressing room that they feel most identifies with their gender.
5. Prior to taking any kyu exam, all adult students must complete SafeSport™ training at their own expense. A completion certificate must be presented to the Dojo Cho or an instructor. Those members transferring to the dojo from another school must complete the training within two months of becoming a dojo member.
6. **ANY SUSPECTED SEXUAL ABUSE OR GROOMING FOR SUCH ABUSE OF CHILDREN MUST BE REPORTED TO THE PROPER LEGAL AUTHORITIES!**